

## RESOLUTION

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### THIEN NAM TRADING - IMPORT EXPORT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Organization and Operation of Thien Nam Trading - Import Export Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders held on June 29, 2026.

## RESOLVED

On June 29, 2026, at 111-121 Ngo Gia Tu, Vuon Lai Ward, Ho Chi Minh City, the 2026 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company was held with the participation of 18 shareholders owning 26.236.449 shares, accounting for 53,2922% of the total voting shares of the Company.

After hearing the contents of the Reports and Proposals, the Meeting discussed and voted to unanimously approve the resolution with the following contents:

#### **Article 1: Report on the activities of the Board of Directors in 2025 and the Plan for 2026**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

#### **Article 2: Report on the activities of the independent member of the Board of Directors in the Audit Committee and the operation plan for 2026**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

#### **Article 3: Proposal regarding the audit of Financial Statements for 2024 and 2025**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

#### **Article 4: Proposal regarding the results of production and business operations in 2025, profit distribution and appropriation of funds in 2025**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 5: Proposal regarding the business Production Plan for 2026**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 6: Proposal regarding the selecting the audit firm for the 2026 Financial Statements**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 7: Proposal regarding the plan for handling shares currently owned by shareholders of the Company**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 8: Proposal regarding the additional election of a member of the Board of Directors of the Company for the remaining period of the 2023–2027 term**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 9: Proposal on the Approval of the List of Nominees for Election to the Board of Directors for the 2023–2027 Term**

The Meeting voted to approve with 26.234.549 shares in favor, accounting for 99,9928% of the voting shares attending the Meeting.

**Article 10: Approval of the Results of the Election of an Additional Member of the Board of Directors of the Company for the Remaining Term of Office 2023–2027**

**ELECTION RESULTS:**

Full Name	Position	Number of Votes	Percentage
<b>BOARD OF DIRECTORS</b>			
Tran Duc Hieu	Member of the Board of Directors	26.851.865	102,3457%
Trinh Lan Xuan	Member of the Board of Directors	25.617.433	97,6406%

This resolution was approved in full by the 2026 Annual General Meeting of Shareholders of Thien Nam Trading – Import Export Joint Stock Company at the meeting. The Board of Directors, the

Board of Management of the Company, and relevant individuals are responsible for implementing this resolution. This resolution takes effect from the date of signing.

**ON BEHALF OF THE GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRPERSON OF THE MEETING**



**NGUYEN QUANG HOA**

## MEETING MINUTES

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS THIEN NAM TRADING - IMPORT EXPORT JOINT STOCK COMPANY Meeting Date: June 29, 2026

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- **Company Name** : Thien Nam Trading - Import Export Joint Stock Company
- **Headquarters** : Thien Nam Office Building, No. 111-121 Ngo Gia Tu, Vuon Lai Ward, Ho Chi Minh City
- **Phone** : 028.38348980                      Fax: 028.38348983
- **Enterprise ID No.** : No. 0301172041 issued by the Department of Planning and Investment of Ho Chi Minh City, first registered on November 01, 2000, 29th amendment on April 07, 2026
- **Time** : 08:30 A.M., June 29, 2026
- **Meeting Location** : Thien Nam Office Building, No. 111-121 Ngo Gia Tu, Vuon Lai Ward, Ho Chi Minh City.

### PART I: OPENING OF THE MEETING

#### 1. Report on verification of shareholder eligibility

- Reporter: **Mr. Ho Van Tuyen – Position: Head of the Shareholder Eligibility Verification Committee**
- Report content:
  - Total number of shareholders invited: All shareholders named in the shareholder list closed as of June 01, 2026, owning 49.231.310 voting shares of Thien Nam Trading - Import Export Joint Stock Company.
  - Shareholders attending the Meeting: 15 shareholders and authorized representatives for 0 shareholders, owning and representing 26.009.676 voting shares, accounting for 52,8316% of the total voting shares of the Company.

In accordance with the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company is eligible to proceed.

**2. Ms. Trinh Lan Xuan, on behalf of the Presidium, introduced the personnel of the Meeting, specifically:**

**2.1 Presidium, including:**

Mr. Nguyen Quang Hoa	Chairman of the Board of Directors, Meeting Chair
Mr. Ho Van Tuyen	Independent Non-Executive Member of the Board of Directors Chairman of the Audit Committee
Mr. Nguyen Minh Thu	Member of the Board of Directors

The Meeting voted 99,9931% in favor of approving the Presidium personnel.

**2.2 Vote Counting Committee, including:**

Mr. Ho Van Tuyen	Head of the Vote Counting Committee
Ms. Nguyen Thi Thu Hien	Member of the Vote Counting Committee

The Meeting voted 99,9931% in favor of approving the Vote Counting Committee personnel.

**2.3 Secretariat, including:**

Ms. Le Thi Thanh Thao	Secretary
Ms. Nguyen Ba Ngoc Linh	Secretary

**3. Ms. Trinh Lan Xuan, on behalf of the Presidium, presented the Meeting Agenda**

The Meeting voted 99,9931% in favor of approving the Meeting Agenda.

**4. Ms. Trinh Lan Xuan, on behalf of the Presidium, presented the Regulations for online working at the Meeting.**

The Meeting voted 99,9931% in favor of approving the online working regulations.

**5. Ms. Trinh Lan Xuan, on behalf of the Presidium, presented the Regulations for online voting at the Meeting.**

The Meeting voted 99,9931% in favor of approving the online voting regulations.

## PART II: MEETING CONTENT

### A. THE MEETING HEARD THE PRESENTATION OF REPORTS

- **Report on the activities of the Board of Directors in 2025 and the Plan for 2026.**

*Presenter: Mr. Nguyen Quang Hoa – Chairman of the Board of Directors of the Company.*

- **Report on the activities of the independent member of the Board of Directors in the Audit Committee and the operation plan for 2026.**

*Presenter: Mr. Ho Van Tuyen – Chairman of the Audit Committee.*

### B. THE MEETING HEARD THE PRESENTATION OF PROPOSALS

- **Proposal regarding the results of production and business operations in 2025, profit distribution and appropriation of funds in 2025.**

- **Proposal regarding the business Production Plan for 2026.**

*Presenter: Ms. Trinh Lan Xuan – General Director of the Company*

- **Proposal regarding the audit of Financial Statements for 2024 and 2025.**
- **Proposal regarding the selecting the audit firm for the 2026 Financial Statements.**
- **Proposal regarding the plan for handling shares currently owned by shareholders of the Company.**
- **Proposal regarding the additional election of a member of the Board of Directors of the Company for the remaining period of the 2023–2027 term.**
- **Proposal on the Approval of the List of Nominees for Election to the Board of Directors for the 2023–2027 Term.**

*Presenter: Mr. Nguyen Quang Hoa – Chairman of the Board of Directors of the Company*

## PART III. SHAREHOLDER OPINIONS

- ❖ **Question 1: When is the Company's stock expected to resume trading?**

**Response:**

It is expected that the Company's shares may become eligible for trading again in approximately the next two years through one of the applicable mechanisms. At present, the Company's shares remain under trading suspension, and any resumption of trading by a public company is subject to the approval of the State Securities Commission of Vietnam (SSC) and must comply with the applicable regulations. In addition, as presented in the proposal submitted to shareholders at the

General Meeting of Shareholders, the Company remains receptive to shareholders' opinions and suggestions in order to identify the most appropriate solutions to protect shareholders' investment interests.

- ❖ **Question 2:** **The Company has invested in the Rose Garden project located on Truong Van Hai Street, Hiep Phu Ward, Thu Duc City. Could the Chairperson provide an update on the current implementation progress of the project, the Company's development plan going forward, and the expected timing for revenue recognition from this project?**

**Response:**

At present, the project has obtained approval for the 1/2,000 zoning plan. The Company will continue completing the required documentation to obtain approval for the 1/500 detailed planning. Once the necessary approvals have been granted, the Company will formulate the implementation plan and commence project development in accordance with the approved schedule.

The real estate business plan will focus on long-term investment, concentrating its real estate business on logistics and industrial zones.

Currently, TNA is also restructuring its business portfolio by reducing the proportion of its steel trading business and concentrating only on the sale of finished products currently available in inventory.

- ❖ **Question 3:** **What is the outlook for the office leasing market in the coming years? Does the Company have any plans to renovate or upgrade its existing properties? Does the Company intend to expand its office leasing portfolio?**

**Response:**

The outlook for the office leasing market during the 2026–2029 period is generally positive, although performance is expected to vary across market segments.

- Leasing demand is expected to continue improving, supported by economic growth, increasing FDI inflows, and the expansion of companies in the technology, financial services, logistics, and professional services sectors.
- Grade A office buildings and high-quality properties are expected to enjoy a competitive advantage, driven by increasing ESG requirements, energy efficiency standards, and demand for modern workspaces.
- However, the supply of new office buildings in Ho Chi Minh City and Hanoi is increasing, resulting in stronger competition for older buildings unless they are upgraded. Rental rates for

high-quality properties are expected to remain stable or increase moderately, while older buildings may need to offer rental incentives or lower rental rates to retain tenants.

For TNA, these developments present both opportunities and challenges:

- The Company's office properties are located in prime locations and maintain a stable tenant base. Accordingly, the Company currently has no plans for major renovation or refurbishment, although minor maintenance and repair works will continue to be carried out as necessary.
- In addition, the Company intends to identify opportunities to expand its office leasing portfolio beyond its existing properties.

**Question 4: Could the Company outline its strategic direction and operating plan for the next five to seven months to improve its short-term business performance?**

**Response:**

Over the next three to five years, the Company intends to focus on the development of the industrial real estate and logistics real estate sectors through cooperation and strategic partnerships with other enterprises.

In the short term, particularly during the current fiscal year, the Company will prioritize the recovery of significant overdue receivables while expanding into new business segments, including technology-based beauty and healthcare products, with a focus on online sales to capitalize on current market trends

**Question 5: Given the current challenges facing the real estate market, is the Company's strategy of investing in and developing real estate appropriate at this stage?**

**Response:**

**Market Overview**

The Vietnamese real estate market has passed its most difficult period but has **not yet entered a broad-based growth cycle.**

Prospects vary across different market segments:

- **Industrial real estate, warehouses, and logistics** continue to show strong growth prospects, supported by increasing FDI inflows and the ongoing relocation of global supply chains.
- **Office properties in prime locations** are gradually recovering, with occupancy rates continuing to improve.
- **Mid-range and affordable residential properties** continue to benefit from strong underlying demand, although supply remains limited.
- **Resort and speculative real estate** continue to face significant challenges.

Accordingly, companies investing in the right market segments continue to have attractive opportunities, whereas diversified investments or projects relying heavily on financial leverage may be exposed to greater risks.

### **For TNA**

According to the Company's publicly disclosed information, TNA is not positioned as a large-scale real estate developer. Instead, the Company focuses on the following core business areas:

- steel trading;
- logistics services;
- asset management and property leasing;
- selected financial investments.

Accordingly, should the Company continue investing in real estate, priority should be given to:

- maximizing the value of its existing property portfolio;
- upgrading office buildings and warehouse facilities to enhance asset value;
- investing in projects capable of generating stable rental income;
- limiting investments in residential development projects that require substantial capital investment and have long development cycles.

This strategy is considered more appropriate for TNA's current scale, operational capabilities, and financial resources.

❖ **Question 6**: According to the 2025 Business Performance Report, the Company's actual revenue reached only 50% of the planned target, while profit before tax recorded a loss of VND 51.7 billion. Could the Chairperson elaborate on the reasons for this performance and the Company's proposed solutions?

### **Response:**

The Company recorded a loss before tax of VND 51.71 billion in 2025 due to unfavorable business conditions. Net revenue amounted to VND 327.65 billion, representing a 73.73% decrease compared to 2024. The main factors affecting the Company's business performance include.

- Operating expenses totaled VND 27.4 billion, equivalent to 8.37% of sales revenue. This ratio was more than double that of 2024, indicating that operating expenses increased significantly relative to revenue;
- Financial expenses amounted to VND 62.4 billion, representing 19% of net revenue. This reflects considerable financial pressure resulting from the Company's weak operating performance during 2025, as revenue declined by more than 73% compared to 2024;

– Revenue generated from the real estate business was insufficient to offset the Company's operating and financial costs.

To improve business performance, the Company will focus on increasing revenue and optimizing costs through the following measures:

- ✓ Accelerating the collection of overdue receivables and further reducing slow-moving inventories during 2026 to strengthen working capital and restructure bank borrowings, thereby alleviating financial cost pressures.
- ✓ Implementing financial restructuring measures and strengthening risk management by reviewing all cost items and reducing operating expenses wherever possible.
- ✓ Establishing more effective financial management, debt management, and inventory turnover policies, together with stricter receivables collection procedures, optimized order management, and tighter cost controls.
- ✓ Renegotiating commercial terms with customers and suppliers to obtain more favorable conditions.
- ✓ Reducing the proportion of the steel trading business while focusing on increasing revenue from commercial activities and office leasing services.
- ✓ Renovating, maintaining, and upgrading existing office premises while expanding and diversifying office leasing products.
- ✓ Strengthening marketing and brand promotion through digital platforms and deploying smart office management technologies to enhance customer experience.
- ✓ Expanding into e-commerce by developing a technology-based business for health care and beauty products.
- ✓ Preparing business plans and financial forecasts that more closely reflect actual market conditions.

❖ **Question 7: According to the Company's unaudited financial statements for the first quarter of 2026, total liabilities amounted to VND 1,964 billion, including VND 483 billion in short-term borrowings. Interest expense totaled VND 11.053 billion. Does the Company have a plan to restructure and optimize its borrowing portfolio?**

**Response:**

Over the past period, the Company's business operations have faced significant challenges due to the overall market environment, particularly declining market demand, fluctuations in raw material prices, and difficulties experienced by the steel industry. These factors have increased the Company's working capital requirements and placed greater pressure on cash flow management.

To optimize its current debt structure and control financing costs, the Company has been implementing the following measures:

- **Working closely with financial institutions** to restructure debt maturities and adjust loan tenors in line with the Company's actual operating cash flows, thereby reducing short-term repayment pressure.
- **Reallocating working capital** by prioritizing funding for profitable business activities, accelerating receivables collection, and minimizing unnecessary new borrowings.
- **Reviewing the Company's asset portfolio, capital structure, and investment portfolio** to improve capital efficiency and gradually reduce reliance on borrowed funds.
- **Strengthening the Company's core business operations**, expanding market coverage, improving profit margins, and increasing operating cash flows to better meet its financial obligations.

Going forward, the Company will continue to closely monitor market developments, prepare cash flow management plans for each stage of its operations, and work closely with its lending banks to implement appropriate financing solutions aimed at maintaining stable business operations while gradually reducing interest expense.

- ❖ **Question 8: Based on the Company's book value, the share price is estimated to be worth approximately VND 36,000 per share, while the current market price is significantly lower. At what price does the Company intend to repurchase its shares?**

**Response:**

The Board of Directors has submitted a proposal regarding solutions for shareholders while the Company's shares remain under trading suspension due to the delayed issuance of the audited financial statements for 2024 and 2025, in accordance with the mandatory requirements applicable to listed securities. The delay in finalizing the audit has resulted in the suspension of trading and significantly reduced the liquidity of the Company's shares, which are currently registered for trading on UPCoM. The market price of the Company's shares is determined by market supply and demand, while their intrinsic value may be assessed using valuation approaches such as the Discounted Cash Flow (DCF) method and Book Value (BV). The Board of Directors may also consider inviting strategic investors to acquire shares, either directly or indirectly, with the specific structure and implementation to be discussed at the appropriate time. The Company is currently implementing several major projects, including the Rose Garden Project and the Vung Tau House Project, both of which are located in prime areas of Ho Chi Minh City along Metro corridors. These projects are expected to support the Company's long-term business strategy and generate attractive returns over the

next two to three years. Accordingly, the Board of Directors is evaluating the most appropriate solution to maximize shareholders' interests through two possible approaches: For shareholders who wish to dispose of their shares, the Company will discuss and negotiate an appropriate solution on a mutually agreed basis. Alternatively, shareholders may continue accompanying the Company as it develops the Rose Garden and Vung Tau House projects. The Company currently holds a 20% equity interest in these projects. Following the eventual divestment of these investments, the Company expects to realize substantial profits, which will contribute to restoring its business performance and providing capital for future long-term investment projects.

- ❖ **Question 9: Public investment in Metro-related infrastructure projects is being accelerated, particularly in Ho Chi Minh City, where approximately 200 km of Metro lines are planned to be completed by 2030 and expanded to 510 km by 2045, with an estimated total investment of USD 67 billion. How does the Board of Directors assess the impact of these developments on the steel industry?**

**Response:**

The Government's acceleration of public investment and implementation of large-scale infrastructure projects is expected to create significant opportunities for Vietnam's steel industry during the 2026–2030 period. Major infrastructure projects, including Long Thanh International Airport, the North–South High-Speed Railway, expressways, ring roads, and the Metro network, are expected to generate substantial and sustainable demand for steel over many years. This will help reduce the industry's dependence on the residential real estate market while creating a new growth cycle for steel manufacturers with strong production capacity, sound financial resources, and significant market share. The period from 2026 to 2029 is forecast to represent a new growth phase for Vietnam's steel industry, driven by economic expansion, public investment, and industrialization. Nevertheless, the industry will continue to face challenges, including global oversupply, increasing competition from Chinese steel producers, and the transition toward green steel production. Accordingly, steel companies with large-scale operations, strong financial capacity, and integrated production chains are expected to enjoy significant competitive advantages and continue expanding their market share in the coming years.

- ❖ **Question 10:**  
**Given the substantial demand for construction materials resulting from public infrastructure investment, why does TNA not continue expanding its strengths in this sector? For example, prestressed steel and welding materials are highly promising**

**products with strong market demand, while there are still relatively few domestic manufacturers?**

**Response:** The development of Metro projects—including signaling systems, train design, rolling stock, railway tracks, tunnels, and supporting infrastructure—will generate considerable demand for construction materials. However, Chinese enterprises currently possess significant technical expertise and extensive experience in these areas. Although demand for steel is expected to remain strong, market competition will also intensify. With a value of \$67 billion, construction accounts for 12-15%, so if it were done on a commission-sharing basis, the profit would be even higher.

## **PART IV. SHAREHOLDER VOTING**

The Meeting heard the presentation and voted by secret ballot on the following contents:

From the opening time to 10 hours 35 minutes, the number of delegates attending the Meeting: 18 delegates, representing 26.236.449 voting shares, accounting for 53,2922% of the total voting shares of all shareholders with voting rights.

Statistics of ballots issued, ballots collected, and ballots not collected:

- Total number of ballots issued: 18, representing 26.236.449 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.
- Total number of ballots collected: 16, representing 26.236.449 voting shares, accounting for 99,9928% of the total voting shares of shareholders attending the meeting.
- Total number of ballots not collected: 2, representing 1.900 voting shares, accounting for 0,0072% of the total voting shares of shareholders attending the meeting.

### **Content 1: Report on the activities of the Board of Directors in 2025 and the Plan for 2026**

#### **➤ Voting results:**

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 1 has been approved.

## **Content 2: Report on the activities of the independent member of the Board of Directors in the Audit Committee and the operation plan for 2026**

### ➤ Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 2 has been approved.

## **Content 3: Proposal regarding the audit of Financial Statements for 2024 and 2025.**

### Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 3 has been approved.

## **Content 4: Proposal regarding the results of production and business operations in 2025, profit distribution and appropriation of funds in 2025.**

### ➤ Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 4 has been approved.

**Content 5: Proposal regarding the business Production Plan for 2026.**

➤ Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 5 has been approved.

**Content 6: Proposal regarding the selecting the audit firm for the 2026 Financial Statements.**

➤ Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of invalid votes: 0	- Number of shares: 0	- Ratio: 0% of voting shares attending the meeting

Thus, Content 6 has been approved.

**Content 7: Proposal regarding the plan for handling shares currently owned by shareholders of the Company**

➤ Voting results:

Number of votes in favor: 16	- Number of shares: 26.234.549	- Ratio: 99,9928% of voting shares attending the meeting
Number of votes against: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting
Number of abstentions: 0	- Number of shares: 0	- Ratio: 0,0000% of voting shares attending the meeting

Number of invalid votes: 0 - Number of shares: 0 - Ratio: 0% of voting shares attending the meeting

Thus, Content 7 has been approved.

**Content 8: Proposal regarding the additional election of a member of the Board of Directors of the Company for the remaining period of the 2023–2027 term.**

➤ Voting results:

Number of votes in favor: 16 - Number of shares: 26.234.549 - Ratio: 99,9928% of voting shares attending the meeting

Number of votes against: 0 - Number of shares: 0 - Ratio: 0,0000% of voting shares attending the meeting

Number of abstentions: 0 - Number of shares: 0 - Ratio: 0,0000% of voting shares attending the meeting

Number of invalid votes: 0 - Number of shares: 0 - Ratio: 0% of voting shares attending the meeting

Thus, Content 8 has been approved.

**Content 9: Proposal on the Approval of the List of Nominees for Election to the Board of Directors for the 2023–2027 Term**

➤ Voting results:

Number of votes in favor: 16 - Number of shares: 26.234.549 - Ratio: 99,9928% of voting shares attending the meeting

Number of votes against: 0 - Number of shares: 0 - Ratio: 0,0000% of voting shares attending the meeting

Number of abstentions: 0 - Number of shares: 0 - Ratio: 0,0000% of voting shares attending the meeting

Number of invalid votes: 0 - Number of shares: 0 - Ratio: 0% of voting shares attending the meeting

Thus, Content 9 has been approved.

**ELECTION RESULTS:**

Results of the Election of an Additional Member of the Board of Directors for the Remaining Term of 2023–2027:

Full Name	Position	Number of Votes	Percentage
Tran Duc Hieu	Member of the Board of Directors	26.851.865	102,3457%

Trinh Lan Xuan	Member of the Board of Directors	25.617.433	97,6406%
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## PART V. APPROVAL OF MEETING MINUTES AND RESOLUTIONS

Ms. Trinh Lan Xuan, on behalf of the Secretariat, read the Draft Minutes of the 2026 Annual General Meeting of Shareholders.

Ms. Trinh Lan Xuan, on behalf of the Secretariat, read the Draft Resolution of the 2026 Annual General Meeting of Shareholders.

The Meeting voted to approve the full text of the Minutes of the 2026 Annual General Meeting of Shareholders with 99,9928% of votes in favor.

The Meeting voted to approve the full text of the Resolution of the 2026 Annual General Meeting of Shareholders with 99,9928% of votes in favor.

## PART VI. CLOSING OF THE MEETING

Mr. Nguyen Quang Hoa, on behalf of the Presidium, closed the 2026 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company.

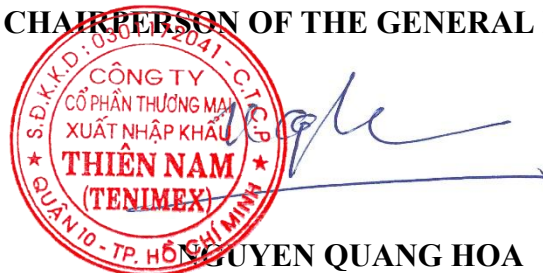
The meeting concluded at 11 hours 45 minutes on the same day.

**MEETING SECRETARY**



**LE THI THANH THAO**

**CHAIRPERSON OF THE GENERAL MEETING**



CÔNG TY  
CƠ PHẦN THƯƠNG MẠI  
XUẤT NHẬP KHẨU  
**THIEN NAM**  
(TENIMEX)  
QUẬN 10 - TP. HỒ CHÍ MINH

**NGUYEN QUANG HOA**



<b>Time</b>	<b>Contents</b>
<b>11:25-11:30</b>	Announcement of election vote counting results
<b>11:30-11:50</b>	The secretariat reads the draft Minutes and Resolution of the General Meeting of Shareholders;
<b>11:50-12:00</b>	The General Meeting votes to approve the Minutes and Resolution of the General Meeting of Shareholders.

**CHAIRMAN OF THE  
BOARD OF DIRECTORS**  
*(Signed)*  
**Nguyen Quang Hoa**

## **WORKING REGULATIONS**

### **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

### **THIEN NAM TRADING - IMPORT EXPORT JOINT STOCK COMPANY**

#### **Pursuant to:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and accompanying sub-law documents;
- Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;
- Charter of Organization and Operation of Thien Nam Trading - Import Export Joint Stock Company;
- Internal Regulation on Corporate Governance of Thien Nam Trading - Import Export Joint Stock Company.

To ensure the successful Annual General Meeting of Shareholders 2026 of Thien Nam Trading - Import Export Joint Stock Company, the Board of Directors establishes regulations, working principles, conduct, and voting procedures for the Meeting for the General Meeting of Shareholders to approve as follows:

#### **Article 1. Purpose**

- To ensure the order, principles of conduct, and voting at the Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company proceed in accordance with regulations and successfully.
- Resolutions of the General Meeting of Shareholders reflect the unified will of the General Meeting of Shareholders, meet the aspirations and rights of shareholders, and comply with the law.

#### **Article 2. Subjects and Scope**

- Applicable Subjects: All shareholders, shareholder representatives (authorized persons) owning shares of Thien Nam Trading - Import Export Joint Stock Company, and guests attending the Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company must comply with and adhere to the provisions of these Regulations, the Company Charter, and current legal regulations.
- Scope of Application: These Regulations are used for organizing the 2026 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company.

#### **Article 3. Explanation of Terms/Abbreviations**

- Company/Thien Nam Group : Thien Nam Trading - Import Export Joint Stock Company
- BOD : Board of Directors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders

- Delegates : Shareholders, representatives (authorized persons)
- GMS Meeting Livestream System : System broadcasting live video of the GMS meeting on the websites <https://ezgsm.fpts.com.vn> and [www.youtube.com](http://www.youtube.com)
- Meeting : General Meeting of Shareholders

#### **Article 4. Conditions for Convening the General Meeting of Shareholders**

- The meeting of the General Meeting of Shareholders shall be convened when the number of attending delegates represents over 50% of the total voting shares.<sup>1</sup>
- In case the first meeting does not meet the conditions for convening as stipulated in Clause 1, Article 19 of the Company Charter, the notice for the second meeting shall be sent within 30 days from the scheduled date of the first meeting. The second convened meeting of the General Meeting of Shareholders shall be convened when the number of attending shareholders represents 33% or more of the total voting shares.
- In case the second meeting does not meet the conditions for convening as stipulated in Clause 2, Article 19 of the Company Charter, the notice for the third meeting shall be sent within 20 days from the scheduled date of the second meeting. The third meeting of the General Meeting of Shareholders shall be convened regardless of the total voting shares of the attending shareholders.

**Note:** The attendance rate of shareholders attending the General Meeting of Shareholders online is determined when delegates have performed “**Confirm online General Meeting of Shareholders attendance**” on the electronic voting system as stipulated in Article 5 of these Regulations.

#### **Article 5. Delegates attending the 2026 Annual General Meeting of Shareholders**

- All shareholders of the Company according to the list closed on June 01, 2026 are entitled to attend the General Meeting of Shareholders online via the Electronic Voting System or authorize their representatives to attend. In case more than one authorized representative is appointed to attend in accordance with the law, the specific number of shares held by each representative must be determined.
- When attending online, delegates should note:
  - **Technical requirements:** Shareholders need to have an internet-connected electronic device (e.g., computer, tablet, mobile phone, other internet-connected electronic device).
  - **How to participate:** Delegates access the link and log in with the provided information to attend the online General Meeting of Shareholders and implement electronic voting .
  - **Method of recording online General Meeting of Shareholders attendance:** Delegates are recorded as attending the online General Meeting of Shareholders by the electronic voting system when they access the system using the access information provided in the notice of meeting and have performed the action “**confirm online General Meeting of Shareholders attendance**” on the electronic voting system.
  - **Attendance confirmation time:** from 10h00 on June 28, 2026.

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<sup>1</sup>Clause 1, Article 19 of the Company Charter

## Article 6. Guests at the Meeting

- These are the Company's management titles, guests, and members of the Meeting Organizing Committee who are not Company shareholders but are invited to attend the Meeting.
- Guests do not participate in speaking at the Meeting (unless invited by the Meeting Chairman, or having registered in advance with the Meeting Organizing Committee and approved by the Chairperson).

## Article 7. Chairperson and Presidium

- The Presidium consists of 03 persons, including 01 Chairperson and 02 Members. The Chairman of the Board of Directors is the Head of the Board and the Chairperson of the General Meeting of Shareholders, or the Chairman of the Board of Directors authorizes another member of the Board of Directors to act as the Chairperson. Specifically as follows:

No.	Member	Position
1	Nguyen Quang Hoa	Chairman of the Board of Directors - Chairperson
2	Ho Van Tuyen	Chairman of the Audit Committee - Member
3	Nguyen Minh Thu	Member of the Board of Directors – Member

- In case the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one person from among them to act as the Chairperson based on the majority principle. If a Chairperson cannot be elected, the Head of the Audit Committee shall preside for the General Meeting of Shareholders to elect the Chairperson from among the attendees, and the person with the highest number of votes shall act as the Chairperson;
- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside for the General Meeting of Shareholders to elect the Chairperson, and the person with the highest number of votes shall be appointed as the Chairperson.
- The Chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the will of the majority of attendees.
- Duties of the Presidium
  - Conduct the Meeting strictly according to the agenda and the rules and regulations approved by the Meeting.
  - Assign and introduce representatives of the Company's Board of Directors members to present reports at the Meeting;
  - Introduce the composition of the Vote Counting Committee for the Meeting to vote on;
  - Introduce the composition of the Presidium for the Meeting to vote on (if applicable);

- Guide the Meeting in discussing and voting on matters within the Meeting's agenda and related issues throughout the Meeting.
- Respond to and record matters within the agenda approved by the Meeting;
- Resolve issues arising throughout the Meeting.
- Approve and issue documents, results, minutes, and resolutions of the Meeting after its conclusion.
- The Chairperson works based on the principle of democratic centralism and decides by majority.

#### **Article 8. Delegate Eligibility Verification Committee**

- The Delegate Eligibility Verification Committee of the Meeting consists of 02 persons, including 01 Head and 01 member, and is responsible to the Presidium and the GMS for its duties.

The Delegate Eligibility Verification Committee is nominated by the Chairperson as follows:

No.	Member	Notes
1	Ho Van Tuyen	Head
2	Nguyen Thi Thu Hien	Member

- Duties:
  - Receive shareholder documents (if any), cross-check and verify the eligibility of shareholders attending online.
  - Report to the GMS on the results of shareholder eligibility verification before the GMS officially commences.
  - Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

#### **Article 9. Meeting Secretary:**

- The Meeting Secretary consists of 02 persons appointed by the Chairperson, is responsible to the Presidium and the GMS for its duties, and operates under the direction of the Presidium. Specifically as follows:

No.	Member	Notes
1	Le Thi Thanh Thao	Head
2	Nguyen Ba Ngoc Linh	Member

- Duties:
  - Receive and review registration forms for shareholders' opinions/speeches, and forward them to the Presidium for decision;
  - Record the GMS minutes fully and truthfully, covering the entire proceedings of the Meeting and issues approved or noted by shareholders at the Meeting.

- Assist the Chairperson in announcing the draft Meeting Minutes and Resolutions on issues approved at the Meeting.

#### Article 10. Vote Counting Committee

- The Vote Counting Committee is nominated by the Chairperson and consists of 02 persons, including 01 Head and 01 member.
- The Vote Counting Committee includes:

No.	Member	Notes
1	Ho Van Tuyen	Head
2	Nguyen Thi Thu Hien	Member

#### Duties:

- The Vote Counting Committee must prepare Vote Counting Minutes and is responsible to the Presidium and the GMS when performing its duties.
- Accurately determine the voting results for each issue submitted for voting at the Meeting.
- Promptly inform the secretary of the voting results.
- Review and report to the Meeting on cases of voting rule violations or complaints regarding voting results.

#### Article 11. Discussion at the Meeting

##### 1. Principles:

- Discussion shall only take place within the specified time and be limited to the issues presented in the GMS agenda;
- Only Delegates are allowed to participate in discussions;
- Delegates wishing to speak must register their discussion topics in the prescribed manner as follows:
  - Delegates may ask questions in the Discussion section of the online meeting interface at the link <https://ezgsm.fpts.com.vn> or send an email to: [dhcd2026@thiennamgroup.vn](mailto:dhcd2026@thiennamgroup.vn) (before the discussion time). *(Questions are considered valid when sent from the email registered in the shareholder list provided by Vietnam Securities Depository or from the email provided by the Shareholder who registered information in the Meeting Attendance Registration Form or proxy that has been sent in hard copy to the Company).*
  - The Secretary will organize the Delegates' questions and forward them to the Chairperson.

##### 2. Answering Delegates' opinions/questions:

- Based on the Delegates' Question Forms, the Chairperson or a member designated by the Chairperson will answer the Delegates' opinions/questions;
- In case, due to time constraints of the meeting, questions that have not been answered directly at the Meeting will be answered by the Company through other means.

## Article 12. Voting at the General Meeting

### 1. Principle:

- All matters on the agenda and content of the General Meeting must be discussed and voted on openly by the General Meeting of Shareholders. Delegates can choose to vote electronically at the link: <https://ezgsm.fpts.com.vn>

### 2. Electronic Voting:

- Voting method:
  - Delegates select one of three voting options: “Approve”, “Disapprove”, or “Abstain” for each matter submitted for voting at the Meeting, which has been set up in the electronic voting system.
  - Afterwards, Delegates proceed to confirm their vote for the electronic voting system to record the result.
- Some other regulations when performing electronic voting:
  - In case the Delegate does not vote on all matters according to the Meeting agenda, the matters not voted on shall be considered as the Delegate not casting a vote on that matter.
  - In case issues arise outside the submitted meeting agenda, Delegates may vote on supplementary matters. If the Delegate does not vote on the arising issues, it shall be considered as the Delegate not casting a vote on that arising issue.
  - Delegates may change their voting results (but cannot cancel the voting results); including supplementary voting results for issues arising outside the Meeting agenda. The online system only records votes for the final voting result at the time the electronic voting ends for each counting round specified in the meeting's working regulations.
- Electronic Voting Period

The electronic voting period is specified as follows:

- **For the first voting content** (including the Meeting Agenda; Meeting Working Regulations; approval of the Presidium and Vote Counting Committee personnel), Delegates shall vote from 10h00 on 28/06/2026 until before the Organizing Committee announces the end of the voting period for the first voting content.
- **For the second voting content** (including the Report on Business Activities in 2025; Report on the activities of the Board of Directors in 2025 and the Plan for 2026; Report on the activities of the independent member of the Board of Directors in the Audit Committee and the Plan for 2026; and approval of the content of the Proposals at the Meeting), Delegates shall vote from 10h00 on 28/06/2026 until before the Organizing Committee announces the end of the voting period for the second voting content.
- **For the third voting content** (Approval of the Minutes and Resolution of the Meeting): Delegates shall vote from 10h00 on 28/06/2026 until before the Organizing Committee announces the end of the voting period for the third voting content.

- Delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting period ends, the system will not record any further electronic votes from Delegates.

### **3. Voting Rules:**

- Every 01 (one) share is equivalent to one voting share. Each attending delegate represents one or more voting shares.
- As of the shareholder record date (June 01, 2026), the total number of voting shares of the Company is: 49,231,310 shares, equivalent to 49,231,310 voting shares.
- Issues requiring voting at the Meeting shall only be approved when assented to by shareholders holding over 50% of the total voting shares of all attending shareholders. Specifically, for certain voting matters stipulated in Clause 1, Article 21 of the Company Charter, approval must be obtained from 65% or more of the total voting shares of all attending shareholders.
- Notes:
  - Interested shareholders/authorized representatives do not have the right to vote on contracts and transactions valued at 35% or more of the Company's total asset value recorded in the most recent financial statements; these contracts or transactions shall only be approved when assented to by shareholders/authorized representatives holding 65% or more of the remaining total voting shares (pursuant to Clause 4, Article 167, Law on Enterprises 2020).
  - Shareholders/authorized representatives holding 51% or more of the total voting shares or persons related to such shareholders do not have the right to vote on contracts and transactions valued at more than 10% (of the Company's total asset value recorded in the most recent financial statements) between the Company and such shareholders (pursuant to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).
  - Recording of Voting Results
  - The Vote Counting Committee shall check, compile, and report the vote counting results for each matter according to the meeting agenda to the Chairperson. The vote counting results shall be announced by the Chairperson immediately before the conclusion of the meeting.

### **Article 15. Minutes and Resolutions of the General Meeting of Shareholders**

All proceedings at the General Meeting of Shareholders must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders. The Minutes of the General Meeting of Shareholders must be read and approved before the conclusion of the Meeting.

### **Article 16. Enforcement of Regulations**

These organizational regulations shall be publicly read before the 2026 Annual General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company.

Shareholders, authorized representatives, and guests who violate these Regulations shall, depending on the specific severity, be reviewed by the Presiding Board and subject to disciplinary measures in accordance with the Company Charter and the Law on Enterprises.

*These Regulations shall take effect immediately after being approved by the Company's General Meeting of Shareholders*

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN QUANG HOA**

**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION  
OF THE BOARD OF DIRECTORS FOR THE 2023 – 2027 TERM  
THIEN NAM TRADING - IMPORT EXPORT JOINT STOCK COMPANY**

**Pursuant to:**

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019 and accompanying sub-law documents;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;*
- *The Charter of Organization and Operation of Thien Nam Trading - Import Export Joint Stock Company;*
- *The Internal Regulations on Corporate Governance of Thien Nam Trading - Import Export Joint Stock Company.*

The Vote Counting Committee of the General Meeting hereby announces the Regulations on nomination, candidacy, and election of the Board of Directors at the 2024 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company as follows:

**I. Definition of terms/abbreviations:**

- Company/Thien Nam Group : Thien Nam Trading - Import Export Joint Stock Company Group
- BOD : Board of Directors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

**II. Chairperson of the General Meeting:**

The Chairperson of the General Meeting is responsible for presiding over the election, specifically including the following tasks:

- Introducing the list of nominees and candidates for the Board of Directors;
- Supervising the voting and vote counting process;
- Resolving complaints regarding the election (if any).

**III. Regulations on nomination and candidacy for the Board of Directors**

- Number of Board members: 02 person
- Term: 2023 – 2027
- Maximum number of Board candidates: unlimited

**1. Right to nominate and stand for election to the Board of Directors:** *(pursuant to Article 25 of the Company Charter)*

Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding 10% or more of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate; from 20% to less than 30% is entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% is entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% is entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% is entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% is entitled to nominate a maximum of six (06) candidates; from 70% to less than 80% is entitled to nominate a maximum of seven (07) candidates; from 80% to less than 90% is entitled to nominate a maximum of eight (08) candidates.

Nominated candidates must meet all the standards set forth in Section 2 below.

In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the company in the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors.

**2. Standards for candidates for the Board of Directors:** *Candidates for the Board of Directors must fully meet the following standards and conditions (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP)*

- Having full civil act capacity, and not being among the subjects prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- Having professional qualifications and experience in business administration or in the company's business lines and industries, and not necessarily being a shareholder of the company;
- Not being a person with family relationships (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, son, adopted son, son-in-law, daughter-in-law, biological brother, biological sister, brother-in-law, sister-in-law, spouse's biological brother, spouse's biological sister) with the General Director and other managers of the company; or with the manager or the person authorized to appoint the manager of the parent company.
- A member of the Board of Directors of the company may only simultaneously serve as a member of the Board of Directors of a maximum of 05 other companies.

**IV. Election principles:**

- Compliance with the provisions of law and the Company Charter.
- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of the shareholders attending the meeting.

- In each election, a shareholder representative shall only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be named in the list of nominees and candidates for the Board of Directors.

## V. Election method:

- Implemented according to the Cumulative Voting Method (Pursuant to Clause 3, Article 148 of the 2020 Law on Enterprises)
  - Implemented according to the cumulative voting method: whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors.
  - Attending delegates have the right to cast all their total votes for one or several candidates.
- Attending delegates online shall access the electronic voting system and conduct their voting (note that delegates must cast their votes during the electronic voting period specified in the Working Regulations)
- In case of an erroneous selection: Attending delegates shall access the electronic voting system and redo their voting (note that delegates must cast their votes during the electronic voting period specified in the Working Regulations)

## VI. Ballot

### 1. Content of the Ballot

- The Election Ballot (the “Ballot”) shall be an **Online Election Ballot**.

In case a shareholder performs manual entry voting: An invalid ballot is one where the total number of votes cast for candidates exceeds the total number of votes allowed, as calculated at the time of vote counting.

## VII. Conducting the election and determining results

### 1. Voting and Vote Counting

- How to fill out the Ballot:
  - ✓ Delegates shall vote for a maximum number of candidates equal to the number of members to be elected;
  - ✓ If casting all votes for one candidate or dividing all votes equally among candidates, the delegate shall check the "**Cumulative/Equal Voting**" box for the corresponding candidates.
  - ✓ If casting an unequal number of votes for each candidate, the delegate shall clearly write the number of votes in the "**Number of Votes**" box for the corresponding candidates.

#### Note:

- In case of errors, shareholders may change the election results (but cannot cancel the election results); including the results of supplementary elections for issues arising outside the General

Meeting agenda. The online system only records the vote count for the final election results at the time the electronic voting period ends for each round of vote counting as specified in the General Meeting's working regulations.

- After voting ends, the system will automatically record the conclusion of the vote count.
- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and, together with the Chairperson, resolving shareholders' queries and complaints (if any).
- For sensitive issues and if requested by shareholders, the Company must appoint an independent organization to perform the collection and counting of votes.

## **2. Principles for selecting successful candidates:**

- Successful candidates are determined by the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.
- In case two (02) or more candidates receive the same number of votes for the final member position, a re-election will be held among the candidates with the same number of votes.
- If the first election result does not yield the required number of members, the election will continue until the required number of members is elected.

## **VIII. Dossier for nomination and candidacy for the Board of Directors:**

Dossiers for candidacy and nomination for the Board of Directors include:

- Application for candidacy/nomination for the Board of Directors (as per template).
- Curriculum Vitae (as per template).
- Copies of the following documents: ID Card/Citizen ID/Passport.
- Certificates of educational and professional qualifications (if any).
- Certificate of ownership percentage of the shareholder/group of shareholders satisfying the nomination conditions as prescribed in the Company Charter.

The nominator for the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossier.

Please send dossiers to Thien Nam Trading - Import Export Joint Stock Company **before 17:00 on June 17, 2026**, at the following address:

**Thien Nam Trading - Import Export Joint Stock Company**

**Address: 111 - 121 (11th - 12th floor) Ngo Gia Tu, Vuon Lai Ward, Ho Chi Minh City**

**Phone: (028) 3834 8980 – Fax: (028) 3834 8983**

The above are the complete regulations on nomination and candidacy for the Board of Directors at the 2026 Annual General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

These regulations shall take effect immediately after being approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYEN QUANG HOA

Ho Chi Minh City, June 08, 2026

## REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND THE PLAN FOR 2026

### I. Summary of the Board of Directors' Activities in 2025

- The Board of Directors strictly performed its governance duties in accordance with the regulations on Corporate Governance applicable to public companies and the Charter and Governance Regulations of Thien Nam Trading - Import Export Joint Stock Company. The members of the Board of Directors honestly performed the duties and powers of a Board member in accordance with the Company's Charter and Governance Regulations and the assignment by the Chairman of the Board of Directors; complied with the standards, conduct, and professional ethics of a Board member; and always acted in the best interests of the Company and its shareholders.
- The Board of Directors led and supervised all activities of the Management Board by providing the best possible conditions regarding mechanisms, policies, resources, and facilities to help the Management Board fulfill its assigned tasks.
- Established and maintained the effective operation of the internal audit department and the sub-committees reporting directly to the Board of Directors .
- The Board of Directors and the Management Board closely coordinated their work relationships based on the following principles :
  - Always for the common interests of the Company and the shareholders;
  - Strictly complied with relevant legal regulations, the Company's Charter, and Governance Regulations;
  - Implemented the principle of openness and transparency; coordinated work with a high sense of responsibility and proactively collaborated to resolve difficulties and obstacles.

#### 1. Board of Directors Meetings:

No.	BOD Member	Number of meetings attended (in person/online/mail...)	Meeting attendance rate	Reason for non-attendance
1	Mr. NGUYEN QUANG HOA	07/07	100%	

2	Mr. HO VAN TUYEN	07/07	100%	
3	Mr. NGUYEN MINH THU	07/07	100%	

**2. In 2025, the Board of Directors held meetings and provided timely guidance on the following main matters:**

- Direct and supervise the organization of the 2025 Annual General Meeting of Shareholders (AGM) in compliance with regulations; formulate the 2026 business plan and the contents of submissions to the General Meeting of Shareholders.
- In 2025, the Company still faced numerous difficulties in its core business sectors, resulting in inefficient operations and a failure to meet revenue targets, achieving only nearly 50% of the plan. The pre-tax profit recorded a loss of approximately VND 51.7 billion.
- Supervise the implementation of Resolutions/Decisions issued by the General Meeting of Shareholders and the Board of Directors in accordance with the set procedures and schedules.
- Regularly organize meetings to evaluate the implementation of the business plan in order to take timely directive measures.
- Thien Nam Company System:
  - Subsidiary Companies :
    - + Thien Nam Foodstuff Technology Company Limited .
    - + Thien Nam Education Investment Corporation .
    - + Nahaviwel Joint Stock Company .
  - Associate and Related Companies :
    - + Sai Gon 168 Trading Business Development Corporation .
    - + Vung Tau Housing Development Corporation.
- Supervise the preparation and submission of reports in 2025 in accordance with regulations, specifically:
  - 2024 Annual Report;
  - 2024 Corporate Governance Report;
  - Audited 2023 Financial Statements;
  - Financial Statements for Q4/2024 and Q1, Q2, Q3/2025;
  - Particularly regarding the Reviewed Semi-Annual and Audited Financial Statements for 2024, as well as the Reviewed Semi-Annual Financial Statements for 2025, the Company is currently experiencing delays in

submission due to outstanding alignment on data that needs clarification with the auditing firm during the audit process.

- Supervise the information disclosure process in compliance with the regulations of the State Securities Commission (SSC) and the Stock Exchange.
- Supervise the Company's operations to ensure compliance with the provisions of the Law on Enterprises, the Company's Charter, and current legal regulations.

### **3. Supervision Activities of the Board of Directors towards the Management Board:**

- The Board of Directors supervises the Management Board, and the coordination of activities between the Board of Directors and the Management Board is carried out in strict compliance with the provisions of the Company Charter and the Corporate Governance Regulations. Due to strict adherence to processes and procedures, the coordination of activities between the Board of Directors and the Management Board has always been smooth and effective. The business operations managed by the Management Board are not hindered, and the supervision by the Board of Directors is maintained regularly and strictly, ensuring that the Company's operations are carried out in accordance with the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.
- On a quarterly basis, the Board of Directors requires the Management Board to report on business results, progress in implementing the Resolutions of the Board of Directors, and difficulties and advantages arising in the management work. Based on the reports and the actual situation grasped, the Board of Directors holds meetings to review and evaluate management results and requires the Management Board to continue implementing new tasks.
- During the year, the Management Board has fully fulfilled its responsibility to report and disclose information about the business situation in a complete and transparent manner. The Management Board has complied with the requirements for submitting and seeking opinions on matters within the approval authority of the Board of Directors at regular and extraordinary Board of Directors meetings. Daily business and operational activities are all conducted in compliance with operational and management procedures.
- In 2025, the Company's business activities ensure compliance with current legal regulations.

### **4. Activities of the Company's Audit Committee and sub-committees of the Board of Directors :**

#### *4.1 Audit Committee*

- Supervise and evaluate the implementation of the business plan compared to the assigned plan of the Company and its subsidiaries, associates, etc., to report and propose opinions to the Board of Directors; control is carried out monthly, quarterly, every 6 months, every 9 months, annually, and extraordinarily upon request of the Company's Board of Directors;
- Check and evaluate compliance with processes, regulations, policies, and accounting standards;
- Review accounting books and appraise the financial statements during the year; appraise the audited 2023 financial statements. Regarding the reviewed semi-annual and audited financial statements for 2024, as well as the reviewed semi-annual financial statements for 2025, in terms of responsibility, the Audit Committee has repeatedly worked with the Company's Management and the auditing firm to urge implementation; however, due to outstanding alignment on the figures in the reports, the Company will continue to work with the auditing firm to disclose the audited 2024 financial statements and the reviewed semi-annual 2025 financial statements in accordance with regulations at the earliest possible time.
- Check compliance with Laws and the Company Charter, the status of implementing Resolutions of the General Meeting of Shareholders (GMS) and Resolutions of the Board of Directors (BOD).

*4.2 Finance Subcommittee:* Fully carry out the Company's financial supervision work according to the Resolution of the General Meeting of Shareholders and at the request of the BOD in the Company's year 2025.

*4.3 Project Subcommittee:* Supervise the operations of the Company's projects and the projects of member companies currently under investment.

**5. Remuneration of the Board of Directors in 2025:** none

**6. Board of Directors' Activity Plan for 2026:**

The situation in 2026 is forecasted to remain challenging and unstable, leading to significant difficulties for the Company's business operations. The Board of Directors will always closely follow the policy set forth in the Resolution of the General Meeting of Shareholders, and respectfully submit the 2026 plan to the General Meeting of Shareholders as follows:

- Revenue : 510 billion VND
- Earnings Before Interest, Taxes, Depreciation, and Amortization: 50,2 billion VND
- Earnings Before Interest and Taxes : 45,2 billion VND
- Profit Before Tax : (4,8) billion VND

- Dividend : None expected

With the goal of developing into the "Thien Nam Group" corporation, we always hope to receive the support and commitment of our Esteemed Shareholders to overcome all difficulties and challenges together and achieve the Company's long-term goals.

Respectfully submitted.

**ON BEHALF OF THE  
BOARD OF DIRECTORS**

**CHAIRMAN**



The stamp is circular and red, containing the following text: "S.Đ.K.K.D.: 0301172041 - C.T. GP", "CÔNG TY CỔ PHẦN THƯƠNG MẠI XUẤT NHẬP KHẨU", "THIÊN NAM (TENIMEX)", and "QUẬN 10 - TP. HỒ CHÍ MINH". A blue ink signature is written over the stamp.

**NGUYEN QUANG HOA**

Ho Chi Minh City, June 08, 2026

## REPORT ON THE ACTIVITIES OF INDEPENDENT BOARD MEMBERS IN THE AUDIT COMMITTEE AND THE 2026 OPERATIONAL PLAN

The Audit Committee (“AC”) would like to report to the General Meeting of Shareholders (“GMS”) on the results of its activities and supervision in 2025 and its plan for 2026 as follows:

### I. ORGANIZATIONAL STRUCTURE AND OPERATIONS OF THE AC

#### 1. Composition and structure of the AC

The AC is under the Board of Directors (“BOD”) of Thien Nam - Trading Import Export Joint Stock Company and consists of 2 members, including:

No.	Member Audit Committee	Title	Position	Start date as AC member	Dismissal date
1.	Mr. Ho Van Tuyen	Member Independent BOD member	Chair AC	March 24, 2018	
2.	Mr. Nguyen Quang Hoa	Member	Member AC	March 23, 2026	

#### 2. Operating mechanism of the Audit Committee

The AC operates in accordance with the Regulations on the Audit Committee issued by the BOD, in compliance with the Company's Charter and current legal regulations (Law on Enterprises 2020, Law on Securities 2019, Decree 155 guiding the Law on Securities, Circular 116 guiding the Law on Enterprises 2020 and Decree 155).

#### 3. AC meetings and member participation

No.	Member Audit Committee	Number of meetings attended	Attendance rate	Reason for absence
1.	Mr. Ho Van Tuyen	4/4	100%	

#### 4. Remuneration and operating expenses of the Audit Committee

- Details of remuneration for Audit Committee members are presented in the BOD activity report. Apart from this remuneration, AC members do not receive any other benefits or remuneration;

- Operating expenses of the Audit Committee in 2025: complied with the regulations and the Regulations on Corporate Governance of Thien Nam - Trading Import Export Joint Stock Company.

#### **5. Supervisory activities of the Audit Committee in 2025 regarding corporate governance issues**

- Supervise and evaluate the implementation of the business plan compared to the assigned plan of the Company and its subsidiaries, associates, etc., to report and propose opinions to the BOD; control is performed on a quarterly, 6-month, 9-month, and ad-hoc basis as requested by the Company's BOD;
- Supervise the implementation of GMS Resolutions, BOD Resolutions/Decisions, the Charter, and the Regulations on Corporate Governance of the parent company and its subsidiaries; inspect and supervise to ensure the Company complies with the Law on Enterprises and the Law on Securities;
- Inspect and evaluate compliance with accounting processes, regulations, policies, and standards;
- Inspect compliance with legal regulations and the Company's Charter, and the implementation status of GMS Resolutions and BOD Resolutions.

## **II. SUPERVISION RESULTS OF THE AUDIT COMMITTEE**

### **1. Implementation status of BOD Resolutions**

- All important issues were discussed openly, fairly, and transparently within the BOD. Issues were thoroughly and carefully evaluated and discussed to provide the best directions and solutions for the Group;
- The Board of Management always closely follows and implements the Resolutions issued by the BOD.

### **2. Financial and operational status of the Company**

The Company's financial statements as of December 31, 2025, although still containing some contents and figures that have not been clarified and agreed upon between the Company and the Auditor during the 2025 financial statement audit, are generally in line with current accounting standards. Some key indicators in 2025:

No.	Indicator	Unit	2025 Plan	Actual 2025	Completion rate (%)
1.	Sales revenue	Billion VND	703,5	327,65	46,57%

2.	Profit before tax	Billion VND	(40,2)	(51,71)	----
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*Table 1: Business results compared to the 2025 Business Plan*

### **3. Financial statements and accounting system**

- Accounting work such as recording, storing vouchers, and preparing accounting books was performed in accordance with accounting standards, the Vietnamese enterprise accounting regime, and relevant legal regulations;
- The 2024 semi-annual review report and the 2024 and 2025 audited financial statements have not been disclosed in accordance with regulations, as there are still some figures that have not been mutually agreed upon between the Company and the Auditor during the audit process. The Company is also actively working with the Auditor to disclose information on the audit reports as soon as possible in accordance with regulations.

### **4. Supervision results of the AC regarding the Board of Directors, the Board of Management, and shareholders**

- The Company's activities are consistent with the contents of the Business Registration Certificate, the Company's Charter, and comply with legal regulations and state management regimes on financial accounting and taxation;
- The contents of the GMS Resolutions have been fully implemented by the BOD and the Board of Management.

### **5. Evaluation results of the coordination between the AC and the Board of Directors, the Board of Management, and other managers**

- Advise the BOD on issuing policies and regulations regarding the content and timing of reporting on the business performance of the entire Company system;

## **III. OPERATIONAL DIRECTIONS OF THE AUDIT COMMITTEE FOR 2026**

- Perform tasks in accordance with the Regulations on the AC of the Company;
- Perform the function of inspecting and supervising the activities of the Board of Directors and the Board of Management; inspect the validity, legality, and transparency in management, administration, and business activities to ensure compliance and efficiency;
- Inspect and supervise the implementation of GMS and BOD Resolutions in 2026;
- Review and appraise quarterly financial statements, semi-annual financial statements, and the 2026 annual financial statements of the Company;
- Supervise the service quality of the independent auditor during the 2026 financial statement audit.

The above is the Activity Report of the Audit Committee for 2025 and the operational plan for 2026, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

**ON BEHALF OF THE AUDIT COMMITTEE**

**CHAIR OF THE AC**



**HO VAN TUYEN**

Ho Chi Minh City, June 08, 2026

## PROPOSAL

*Re: Audit of Financial Statements for 2024 and 2025*

**To: The General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company**

**Pursuant to:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Charter of Organization and Operation of Thien Nam Trading - Import Export Joint Stock Company;

The Board of Directors of Thien Nam Trading - Import Export Joint Stock Company hereby reports to the General Meeting of Shareholders that the Company has not yet conducted the audit and review of the following reports:

1. Reviewed financial statements for the first six months of 2024 and audited financial statements for 2024;
2. Reviewed financial statements for the first six months of 2025 and audited financial statements for 2025;

The main reason is that there are still some issues/data that need clarification with the audit firm during the audit process. Thien Nam Trading - Import Export Joint Stock Company will work actively and effectively with the audit firm, and commits to disclosing the aforementioned audited financial statements immediately after the audit firm issues the report.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely,

**ON BEHALF OF THE  
BOARD OF DIRECTORS**

**CHAIRMAN**



Stamp: S.Đ.K.K.D.: 0301172041 - C.T. GP  
CÔNG TY  
CỔ PHẦN THƯƠNG MẠI  
XUẤT NHẬP KHẨU  
THIÊN NAM  
(TENIMEX)  
QUẬN 10 - TP. HỒ CHÍ MINH

**NGUYEN QUANG HOA**

*Ho Chi Minh City, June 08, 2026*

## **PROPOSAL**

***Re: Results of production and business operations in 2025, profit distribution and appropriation of funds in 2025***

**To: The 2025 Annual General Meeting of Shareholders**

**Thien Nam Trading - Import Export Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of Thien Nam Trading - Import Export Joint Stock Company;
- Pursuant to the 2025 Financial Statements;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the results of production and business operations in 2025, profit distribution and appropriation of funds in 2025 as follows:

<b>1. Net revenue</b>	<b>327.652.482.072</b>
<b>2. Total accounting profit before tax for the year:</b>	<b>(51.706.610.330)</b>
<b>3. Corporate income tax payable:</b>	<b>12.885.355.233</b>
<b>4. Deferred corporate income tax expenses:</b>	<b>-</b>
<b>5. Profit after corporate income tax – consolidated:</b>	<b>(64.591.965.563)</b>
<b>6. Profit after tax attributable to non-controlling interests:</b>	<b>(470.934.440)</b>
<b>7. Profit after tax attributable to shareholders of the parent company ((5) - (6)):</b>	<b>(64.121.031.123)</b>
<b>8. Appropriation of profit for social and charitable activities:</b>	<b>-</b>
<b>9. Distributable profit of the Parent Company in 2025 ((7) - (8)):</b>	<b>(64.121.031.123)</b>
<b>10. Appropriation to funds and dividend distribution in 2025:</b>	
<u>Including:</u> + Appropriation to the Investment and Development Fund	-
+ Appropriation to the Bonus and Welfare Fund	-
+ Appropriation to the Board of Directors' Operational Fund	-
+ Stock dividend distribution	-
After the profit distribution for 2025, the balances of the Funds and retained earnings of the Parent Company are as follows	
+ Share premium	4.034.353.637
+ Investment and Development Fund	31.763.082.105

+ Retained earnings up to 2025	(41.880.752.153)
<b>Total</b>	<b>(6.083.316.411)</b>

Respectfully submitted.

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN QUANG HOA**

Ho Chi Minh City, June 08, 2026

## PROPOSAL

### *Re: Business Production Plan for 2026*

**To: General Meeting of Shareholders of Thien Nam Trading - Import Export Joint Stock Company**

**Pursuant to:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and accompanying sub-law documents;
- Charter of Organization and Operation of Thien Nam Trading - Import Export Joint Stock Company;

Based on the 2025 business production situation, the Board of Directors respectfully submits the 2026 business plan to the General Meeting of Shareholders for consideration and approval as follows:

No .	Indicator	Unit	Actual 2025	Plan 2026	
				Value	%/2025
1	Revenue	Billion VND	327,65	510	155,6%
2	Earnings Before Interest, Taxes, Depreciation, and Amortization	Billion VND		50,2	
3	Earnings Before Interest and Taxes	Billion VND		45,2	
4	Profit Before Tax	Billion VND	(51,71)	(4,8)	
5	Dividend	%	None	None	

❖ **Implementation Solutions:**

**1. Steel Trading Business:**

- Reduce the business proportion of the steel sector, focus on promoting revenue streams from office leasing services and Real Estate;
- Continue to focus on domestic trading commodities, and only import commodities with high profit margins;
- Focus on expediting the collection of outstanding receivables from overdue customer groups, and continue to accelerate the liquidation of backlogged inventory in 2026 to supplement working capital for business activities and restructure bank loans to mitigate financial cost pressures.

**2. Commercial Business & Office Leasing Services:**

- Increase the occupancy rate by expanding the scale and diversifying office types (co-working spaces, serviced offices, flexible meeting rooms, etc.) to satisfy the diverse needs of customers;
  - Renovate, maintain, and upgrade older premises to enhance customer experience, retain existing clients, as well as attract new target customers;
  - Connect with professional brokerage firms and business partners to expand the network of potential customers;
  - Enhance advertising on digital platforms (Google Ads, Facebook, Zalo) and implement smart office management technology to optimize customer experience and shorten leasing times;
- 3. E-commerce Business:** As a business sector established in 2025, the Company's plan for 2026 is to continue focusing on setting up an e-commerce business system that strongly develops tech-based health and beauty care products, expanding sales channels to e-commerce platforms such as TikTok Shop, Shopee, etc.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval, and to authorize the Board of Directors to be responsible for directing the execution of the 2026 plan approved by the General Meeting of Shareholders, and to decide on adjusting certain targets when necessary, then report to the shareholders at the next General Meeting of Shareholders.

Thank you very much!

**ON BEHALF OF THE  
BOARD OF DIRECTORS CHAIRMAN**



NGUYEN QUANG HOA

Ho Chi Minh City, June 08, 2026

## PROPOSAL

*Re: selecting the audit firm for the 2026 Financial Statements*

**To: General Meeting of Shareholders of Thien Nam Trading – Import Export Joint Stock Company**

**Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Decree 155/2020/ND-CP Detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;*
- *Charter on organization and operation of Thien Nam Trading – Import Export Joint Stock Company.*

Based on the proposal and recommendation of the Audit Committee regarding the selection of a list of approved audit firms to audit the Company's financial statements for 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of audit firms to audit the 2026 Financial Statements as follows:

No.	COMPANY NAME
1	KPMG Limited Company (KPMG)
2	Vietnam Ernst & Young Limited Company (E&Y)
3	Deloitte Vietnam Limited Company (Deloitte)
4	PWC (Vietnam) Limited Company (PWC)
5	AASC Auditing Firm Limited Company (AASC)
6	Grant Thornton (Vietnam) Limited Company (GT)
7	A&C Auditing and Consulting Limited Company (A&C)
8	Ecovis AFA Vietnam Auditing - Appraisal and Consulting Limited Company (Ecovis AFA)
9	CPA VIETNAM Auditing Limited Company (CPA VIETNAM)
10	Viet Values Audit and Consulting Company Limited (Chuan Viet)
11	Southern Auditing and Accounting Financial Consultancy Service., Ltd (AASCS)
12	An Viet Auditing Limited Company (An Viet CPA)
13	Vaco Auditing Limited Company (Vaco)
14	Sao Viet Auditing Limited Company (Sao Viet)
15	RSM Vietnam Auditing & Consulting Limited Company (RSM)
16	AFC Vietnam Auditing Limited Company (AFC)
17	AAC Auditing and Accounting Limited Company (AAC)

No.	COMPANY NAME
18	NVA Auditing Limited Company (NVA)
19	Moore AISC Auditing and Informatics Services Limited Company (Moore AISC)
20	UHY Auditing and Consulting Services Limited Company (UHY)
21	Nhan Tam Viet Auditing Limited Company (NTV)
22	Vietnam Auditing and Valuation Limited Company (VAE)
23	International Auditing Limited Company (ICPA)
24	BDO Auditing Limited Company (BDO)
25	FAC Auditing Limited Company (FAC)
26	Vietnam Auditing and Valuation Limited Company (AVA)
27	International Auditing and Valuation Limited Company (IAV)

Authorize the Board of Directors to select and sign a contract with the audit firm from the submitted list.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely,

**ON BEHALF OF THE  
BOARD OF DIRECTORS CHAIRMAN**



**NGUYEN QUANG HOA**

Ho Chi Minh City, June 08, 2026

## PROPOSAL

***Re: Announcement of the resolution plan for shares held by shareholders of the Company  
(on the basis that the Company's shares are currently suspended from trading)***

**To: The General Meeting of Shareholders of Thien Nam Trading Import Export Joint Stock Company**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- The current Charter of Thien Nam Trading Import Export Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders the resolution plan for shares held by shareholders currently owning the Company's shares, specifically as follows:

1. On September 09, 2024, the Ho Chi Minh City Stock Exchange issued Decision No. 515/QĐ-SGDHCM on transferring shares from trading restriction to trading suspension. Accordingly, it was decided to transfer the shares of Thien Nam Trading Import Export Joint Stock Company (Stock code: TNA) from trading restriction to trading suspension effective from September 16, 2024.

On November 12, 2024, the Ho Chi Minh City Stock Exchange issued Decision No. 619/QĐ-SGDHCM on the delisting of shares. Accordingly, it was decided to delist the shares of Thien Nam Trading Import Export Joint Stock Company.

On November 22, 2024, the Hanoi Stock Exchange issued Decision No. 1216/QĐ-SGDHN on placing shares under trading suspension. Accordingly, TNA shares of Thien Nam Trading Import Export Joint Stock Company were placed under trading suspension effective from November 29, 2024.

2. Resolution plan:

- Currently, the Company is making efforts to rectify the issues related to TNA shares. In the event that the Company's public company status is canceled in accordance with the provisions of the Law on Securities, Shareholders may contact the Company to discuss the trading of TNA shares.

- Contact method: Shareholders please send an email to [thiennam@thiennamgroup.vn](mailto:thiennam@thiennamgroup.vn), clearly stating your demands and contact phone number. The Company will respond/contact you directly to discuss the trading of TNA shares.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the aforementioned proposal.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



The image shows a red circular official stamp of Thiên Nam (TENIMEX). The stamp contains the following text: 'S.Đ.K.K.D : 0301172041 - C.T.C.P.' at the top, 'CÔNG TY CÔ PHÂN THƯƠNG MẠI XUẤT NHẬP KHẨU THIÊN NAM (TENIMEX)' in the center, and 'QUẬN 10 - TP. HỒ CHÍ MINH' at the bottom. A blue ink signature is written over the stamp, and a horizontal line extends from the end of the signature to the right.

**NGUYEN QUANG HOA**

Ho Chi Minh City, 23 June 2026

## PROPOSAL

### **Re: Approval of the List of Candidates for Members of the Board of Directors of the Company**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *The current Charter of Thien Nam Trading - Import Export Joint Stock Company;*
- *The nomination letter for candidates to the Board of Directors of the Company for the 2023 - 2027 term*

The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for consideration and approval.

#### **1. Additional Election of Members of the Board of Directors**

1.1 The current Board of Directors consists of three (03) members:

- Mr. Nguyen Quang Hoa      - Chairman of the Board of Directors
- Mr. Nguyen Minh Thu      - Member of the Board of Directors
- Mr. Ho Van Tuyen      - Member of the Board of Directors

1.2 Pursuant to the nomination letter submitted by Mr. Nguyen Quang Hoa, a major shareholder holding more than 10% of the Company's shares, the Board of Directors proposes that the General Meeting of Shareholders elect one (02) additional member of the Board of Directors for the remaining period of the 2023 - 2027 term as follows:

1. Ms. **Trinh Lan Xuan**      - **General Director of the Company**
2. Mr. **Tran Duc Hieu**

*(Attached are the curriculum vitae of the nominated candidates)*

In accordance with the current Charter of the Company, the Board of Directors and the Organizing Committee of the General Meeting have reviewed the relevant documents and procedures and confirmed that the above-mentioned nominees fully satisfy the qualifications and conditions required to stand for election as additional members of the Board of Directors of Thien Nam Trading - Import Export Joint Stock Company for the remaining period of the 2023 - 2027 term.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

TM. HỘI ĐỒNG QUẢN TRỊ CÔNG TY  
CHỦ TỊCH HĐQT



The stamp is circular and red. It contains the following text: 'S.Đ.K.K.D.: 03011/20', 'CÔNG TY', 'CỔ PHẦN THƯƠNG MẠI', 'XUẤT NHẬP KHẨU', 'THIÊN ƯNG', '(TENIMEX)', and 'TP. HỒ CHÍ MINH'. A blue ink signature is written over the stamp.

NGUYỄN QUANG HÒA



**THIEN NAM TRADING - IMPORT EXPORT JOINT STOCK COMPANY**

**Head Office:** Thien Nam Office Building, 111–121 Ngo Gia Tu Street, Vuon Lai Ward, Ho Chi Minh City, Vietnam.

Tel: (028) 3834 8980 Fax: (028) 3834 8983

Website: <http://thiennamgroup.vn/>



**NOMINATION REQUEST FORM**

**FOR CANDIDATES FOR THE BOARD OF DIRECTORS FOR THE TERM  
2023 - 2027**

*(Applicable to a Group of Shareholders)*

**To:** *Thien Nam Trading - Import Export Joint Stock Company*

- Representative of the shareholder group: **Nguyen Quang Hoa**
- D Card/Citizen ID/Passport/Enterprise Registration Certificate No.: 049068000139, issued by: CCS
- Number of shares owned by the shareholder group: **16.465.084** shares
- Total par value: VND **164.650.840.000**

**We hereby request Thien Nam Trading - Import Export Joint Stock Company to allow us to nominate:**

**1. Mr./Ms.: Tran Duc Hieu**

Citizen ID/Passport No.: 079075010762

Permanent Address: 584G Xa Lo Ha Noi, Phuoc Long Ward, Ho Chi Minh City

Educational Qualification: 584G Xa Lo Ha Noi, Phuoc Long Ward, Ho Chi Minh City

Current shareholding: 0 (shares)

Corresponding par value: 0 (VND)

**2. Mr./Ms.: Trinh Lan Xuan**

Citizen ID/Passport No.: 079181024428

Permanent Address: 243/31/27A Ton Dan Street, Khanh Hoi Ward, Ho Chi Minh City

Educational Qualification: Bachelor's Degree Major: Business Administration

Current shareholding: 162.500 (shares)

Corresponding par value: 1.625.000.000 (VND).

**To stand as candidates for election to the Board of Directors of Thien Nam Trading - Import Export Joint Stock Company for the term 2023 – 2027.**

**Thank you for your consideration!**

**Enclosures:**

- Copy of ID Card/Citizen ID/Passport.
- Curriculum Vitae of the nominee.
- Copies of educational and professional qualification certificates (if any).

*Ho Chi Minh City, June 22, 2026*  
Representative of the nominating  
shareholder group

A handwritten signature in blue ink, appearing to read 'ngq/h', is written above a horizontal blue line that serves as a signature separator.

Nguyen Quang Hoa



## LIST OF SHAREHOLDERS' GROUP

### ATTACHED TO THE SHAREHOLDERS' GROUP NOMINATION REQUEST FORM

(Template)

No.	Full Name	ID Card/Citizen ID/Passport/Enterprise Registration Certificate No.	Permanent Address	Number of Shares Held	Shareholder's Signature / Signature and Seal (for organization)
1	Nguyen Quang Hoa	049068000139	08 Nguyen Thong Street, Xuan Hoa Ward, Ho Chi Minh City	8.559.569	
2	Nguyen Tran Thao Nguyen	049192000126	08 Nguyen Thong Street, Xuan Hoa Ward, Ho Chi Minh City	7.905.515	
<b>Total</b>				<b>16.465.084</b>	

# CURRICULUM VITAE

## SƠ YẾU LÝ LỊCH

### 1. Personal Information/ Thông tin cá nhân:

Fullname/ <i>Họ &amp; tên:</i> <b>TRAN ĐUC HIEU</b>	DOB/ <i>Ngày sinh:</i> 12/07/1975	
POB/ <i>Nơi sinh:</i> HO CHI MINH CITY/ <i>Thành phố Hồ Chí Minh</i>		
ID Number/ <i>Số CCCD:</i> 079075010762		
Nationality/ <i>Quốc tịch:</i> Vietnamese/ <i>Việt Nam</i>		
Sex/ <i>Giới tính:</i> Male/ <i>Nam</i>	Marital Status/ <i>Tình trạng hôn nhân:</i> Married/ <i>Đã lập gia đình</i>	
Permanent Address/ <i>Địa chỉ thường trú:</i> 584G XL Ha Noi– Ward Phuoc Long – Ho Chi Minh City <i>584G XL Hà Nội – Phường Phước Long – Thành phố Hồ Chí Minh</i>		
Mobile/ <i>Điện thoại:</i> 0704911207 Email/ <i>Thư điện tử:</i> tranduchieu12071975@gmail.com		

### 2. Academic Qualifications/ *Bằng cấp chuyên môn:*

Qualification/ <i>Bằng cấp</i>	Institution/ <i>Trường</i>	Country/ <i>Quốc gia</i>	Majors/ <i>Ngành nghề</i>	Length of Program/ <i>Thời gian đào tạo</i>	Year completed/ <i>Năm tốt nghệp</i>
Degree/ <i>Bằng Cử Nhân</i>	University of Economics Ho Chi Minh City <i>Đại Học Kinh tế TP.HCM</i>	Viet Nam/ <i>Việt Nam</i>	Business Administration/ <i>Quản Trị Kinh Doanh</i>	4 years/ <i>4 năm</i>	1997
Degree/ <i>Bằng Cử Nhân</i>	Hutech Đại học Công nghệ TP.HCM	Viet Nam/ <i>Việt Nam</i>	Banking finance / <i>Tài chính ngân hàng</i>	4 years/ <i>4 năm</i>	2006

### 3. Foreign Languages/ *Ngoại Ngữ:*

Foreign languages <i>Ngoại ngữ</i>	Fair <i>Khá</i>	Good <i>Tốt</i>	Very Good <i>Giỏi</i>
English <i>Tiếng Anh</i>	x		

**4. Job History/ *Kinh nghiệm làm việc:***

<b>No./ STT</b>	<b>Company/ Công Ty</b>	<b>Job Title/ Chức vụ</b>	<b>Period working/ Thời gian công tác</b>
1	Viet Nam Australia Enviroment Join Stock Company Address: 180B An Tôn Street – Ward 6 – Tan Binh District – Ho Chi Minh City <i>Công Ty Cổ Phần Môi Trường Việt Úc</i> <i>Địa chỉ: 108B An Tôn – Phường 6- Quận Tân Bình – Thành phố Hồ Chí Minh</i>	Shareholder & Project Manager <i>Cổ Đông &amp; Giám Đốc Dự Án</i>	2011-2021
2	Gia Định Export Import Joint Stock Company Address: 285 No Trang Long Street – Ward 13 – Binh Thanh – Ho Chi Minh City <i>Công Ty Cổ Phần Xuất Nhập Khẩu Gia Định</i> <i>Địa chỉ: 285 Nơ Trang Long – Phường 13 – Quận Bình Thạnh – Thành phố Hồ Chí Minh</i>	Deputy director <i>Phó Giám Đốc Tài chính</i>	2017-2026

*By my signature, I certify that, the information provided in this C.V is accurate and complete.*

*Bằng chữ ký của mình, tôi xác nhận rằng, thông tin được cung cấp trong C.V này là chính  
xác và đầy đủ.*

Signature:

Date: June 18, 2026



**Tran Duc Hieu**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**RESUME**



1/ Full name:	<b>Trinh Lan Xuan</b>
2/ Gender:	Female
3/ Date of birth:	08/05/1981
4/ Place of birth:	Ho Chi Minh City
5/ ID card/Citizen Identity Card/Passport:	Date of issue: 079181024428
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	243/31/27A Ton Dan Street, Khanh Hoi Ward, Ho Chi Minh City
9/ Company phone number:	- 028 3834 8980
10/ Email address:	- xuan.trinh@thiennamgroup.vn
11/ Professional qualifications:	
12/ Work process:	
+ From 09/2007 to 09/2017:	+ Secretary to the Board of Directors
+ From 10/2017 to 03/2025:	+ Secretary to the Board of Directors cum Deputy Head of the Human Resources and Administration Department
+ From 04/2025 to 03/2026:	+ Secretary to the Board of Directors cum Head of the Human Resources, Administration and General Affairs Department
+ From 04/2025 to present:	+ General Director of the Company
13/ Current job positions:	General Director of the Company
14/ Total number of shares held (as of June 1, 2026): 162.500 shares, representing 0,33% of the charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	None
+ Individual owns:	162.500 shares, representing 0,33% of the charter capital
15/ Commitments (if any)	

16/ Related people holding shares of the company:	None
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

*Ho Chi Minh City, June 18, 2026*

**Writer**



**Trinh Lan Xuan**